Aboriginal and Northern Affairs

Annual Report
2007-2008

Manitoba

MINISTER OF ABORIGINAL AND NORTHERN AFFAIRS
MINISTER RESPONSIBLE FOR
COMMUNITIES ECONOMIC DEVELOPMENT FUND

Room 344
Legislative Building
Winnipeg MB R3C 0V8
CANADA

His Honour the Honourable John Harvard, P.C., O.M.
Lieutenant Governor of Manitoba
Room 235 Legislative Building
Winnipeg MB R3C 0V8

Your Honour:

I have the privilege to present for your information the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2008.

Respectfully submitted,

Oscar Lathlin
Minister

Manitoba

Deputy Minister of Aborginal and Northern Affairs

Room 350
Legislative Building
Winnipeg MB R3C 0V8
CANADA

Honourable Oscar Lathlin
Minister
Aboriginal and Northern Affairs
Room 344, Legislative Building
Winnipeg, MB R3C 0V8

Dear Minister:

I have the honour and privilege of presenting the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2008. I am pleased to report that the department continues to make significant progress on our four major priorities:

1. Closing the Gap
2. Meeting Constitutional Obligations and Provincial Responsibilities
3. Community Development
4. Self-Determination

Aboriginal and Northern Affairs coordinated the input of Manitoba departments with the initial phase of the ten year Closing the Gap initiative that is focussed on the priorities of Aboriginal health and well-being, education and early childhood development, housing and infrastructure, and economic opportunities. A framework for each of these priority areas was developed. Many Departments have begun to develop and implement innovative initiatives that are in support of closing the gap. For example, in education gains were made in Aboriginal participation rates in early childhood education, graduation rates in schools and training programs. Progress was also evident in infrastructure and economic opportunities. These initiatives are expected to have positive impacts on the health and well being of Aboriginal communities.

The department made progress in the provincial priority to resolve provincial obligations through the negotiation and implementation of Treaty Land Entitlement. A total of 159,000 acres were set apart as Reserve lands between August 2006 and August of 2007 and we expect to achieve a similar level of progress in the next fiscal year. Also, Manitoba finalized an Agreement with Peguis First Nation and Canada to address outstanding treaty land entitlement. Under this Agreement, Manitoba will provide 55,038 acres of Crown land to Peguis First Nation.

After several years of negotiations, Manitoba, Manitoba Hydro and Mosakahiken Cree Nation signed the Comprehensive Forebay Agreement related to impacts associated with the development and operation of the Grand Rapids hydroelectric station. This represents the final agreement to settle the impacts in the Grand Rapids Forebay communities.

Aboriginal and Northern Affairs are making progress in closing the gap in critical infrastructure and programs that impact on community health and safety. ANA provided communities with capital allocations for needed infrastructure upgrades and equipment as well as the necessary training with a priority on community health and safety. These investments included water and wastewater systems as well as fire safety and constable programs.

Another important health and safety related initiative is the Northern & Remote Water Smart Initiative. This initiative was expanded to benefit more children in more communities. In 2007-08, 525 children and youth registered in the "Swim to Survive" classes. In just three years this program has now reached 25 northern communities. There has been a significant decline in the number of drownings and water related injuries over these past several years and we believe this program has contributed to that outcome.

The department, along with Manitoba Agriculture, Food and Rural Initiatives, Manitoba Health and Healthy Living and Healthy Child Manitoba, are making good progress on implementation of the Northern Healthy Foods Initiative. Working with approximately 30 communities, the initiative has seen the development of 400 gardens, the delivery of 8 greenhouses and 160 freezers (recipients pay for the freezers in an innovative pay-back model). This program also saw the establishment of small scale livestock operations (chickens and goats) involving approximately 15 families. The leadership and initiative of the Aboriginal & Northern Affairs and First Nations communities has been integral to our success. They have responded enthusiastically to this program as they see the obvious health benefits to their communities.

I would like to take this opportunity to thank you for your leadership and support of the many innovative initiatives to achieve an improved quality of life that includes enhancement of the education, health, housing, economic development and employment opportunities for Aboriginal people and northern Manitobans. Our efforts in these initiatives contribute to the self-determination and sustainability of Aboriginal & Northern Affairs and First Nations communities.

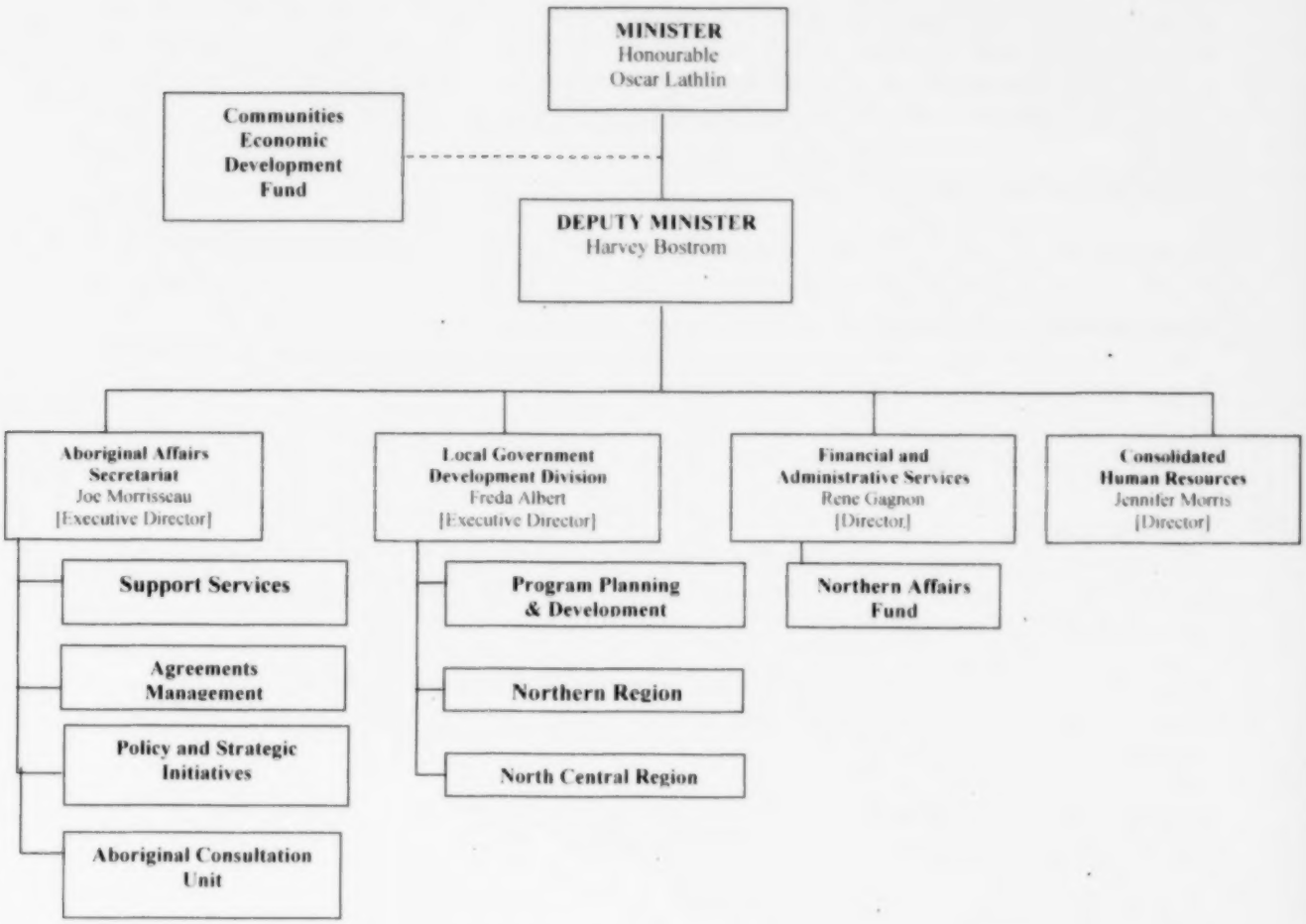
Respectfully submitted,

Harvey Bostrom
Deputy Minister

Table of Contents

TITLE	PAGE
Organizational Chart	1
Introduction	
Report Structure	2
Departmental Vision	2
Departmental Mission	2
Departmental Goals	2
Legislation Administered	3
Jurisdiction	3
Map	4
Executive Support	5
Aboriginal and Northern Affairs Operations	
Financial and Administrative Services	7
Northern Affairs Fund	13
Local Government Development	
Programs and Operational Support	15
Northern Region and North Central Region	18
Program Planning and Development Services	25
Aboriginal Affairs Secretariat	
Support Services	27
Agreements Management	29
Policy and Strategic Initiatives	33
Aboriginal Consultation Unit	39
Communities Economic Development Fund	41
Amortization of Capital Assets	42
Financial Information	
Reconciliation Statement	43
Expenditure Summary	44
Expenditure Summary by Main Appropriation	49
Five Year Expenditure and Staffing Summary by Appropriation	50
Revenue Summary by Source	51
Performance Reporting	52

Organization Chart Manitoba Aboriginal and Northern Affairs as of March 31, 2008



Introduction

Report Structure

This Annual Report is organized in accordance with the departmental appropriation structure which reflects the Department's authorized votes approved by the Legislative Assembly. The Report includes information at the Main and Sub-Appropriation levels relating to the Department's objectives, actual results achieved, financial performance and variances and provides a five-year historical table of departmental expenditures and staffing. Expenditures and revenue variance explanations previously contained in the Public Accounts of Manitoba are now provided in the Annual Report.

Departmental Vision

An improved quality of life and opportunities for Aboriginal and northern Manitobans.

Departmental Mission

Better services, opportunities and results for Aboriginal and northern Manitobans.

Departmental Goals

Closing the Gap
Closing the gap between Aboriginal and northern residents and other Manitobans in the quality of life, specifically in the areas of education, health, housing, economic opportunities and employment.

Meeting Constitutional Obligations and Provincial Responsibilities
To fulfill Constitutional obligations and other provincial responsibilities to Aboriginal and northern communities.

Community Development
Healthy, safe and successful northern communities.

Self-Determination
Autonomous, accountable and sustainable Aboriginal and northern communities.

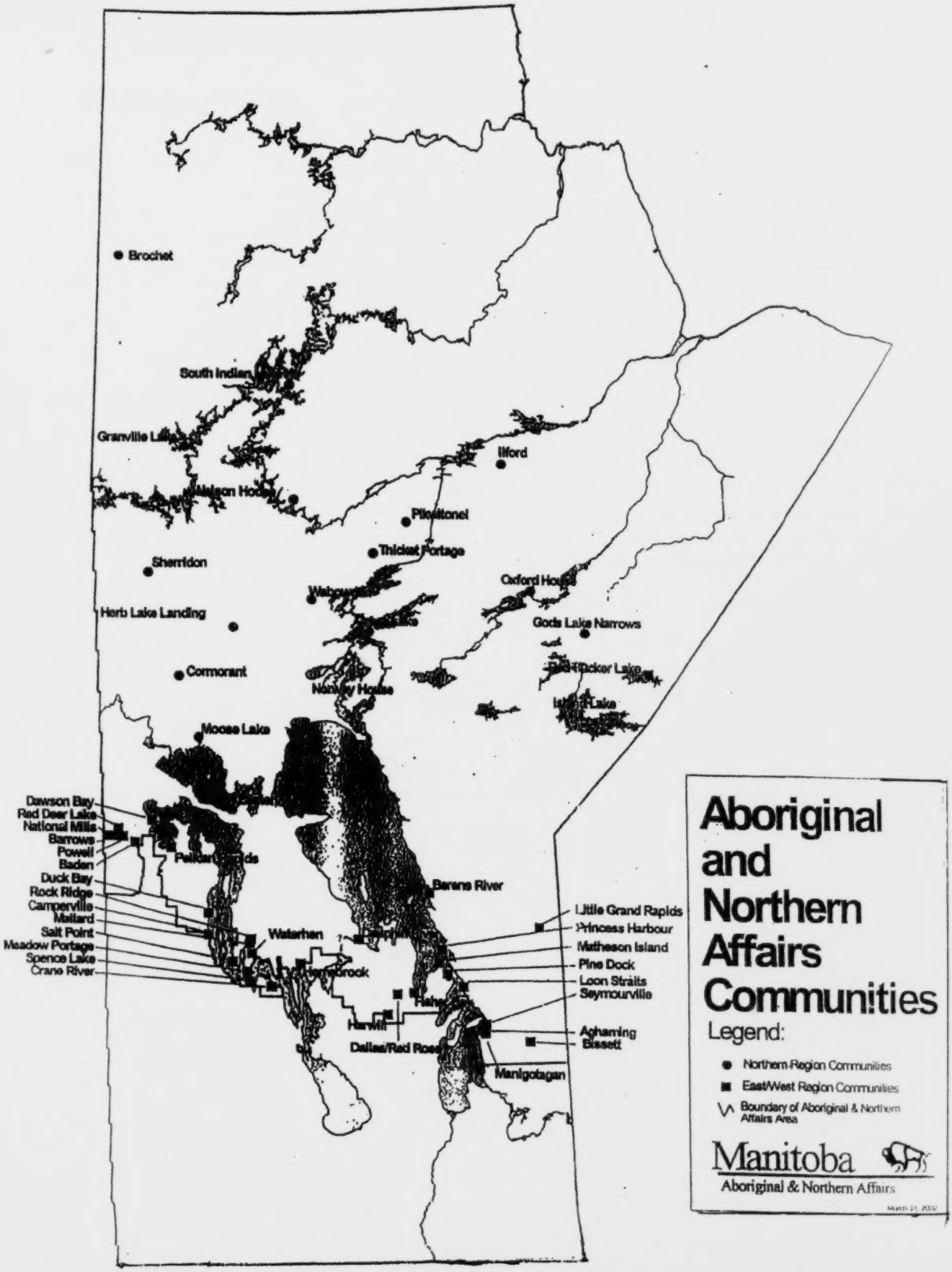
Legislation Administered

The Department of Aboriginal and Northern Affairs is responsible for the following legislation:

- *The Northern Affairs Act*
- *The Planning Act, (Part 9)*
- *The Communities Economic Development Fund Act*

Jurisdiction

As at March 31, 2008, there were 50 Aboriginal and Northern Affairs communities. The map on the following page shows the area included in northern Manitoba and the location of all designated Aboriginal and Northern Affairs communities over which the Minister has municipal authority.


Brochet
South Indian Lake
Granville Lake
Nelson House
Ilford
Pikwitonei
Thicket Portage
Sherridon
Oxford House
Herb Lake Landing
Gods Lake Narrows
Cormorant
Moose Lake
Dawson Bay
Red Deer Lake
National Mills
Barrows
Powell
Baden
Duck Bay
Rock Ridge
Camperville
Mallard
Salt Point
Meadow Portage
Spence Lake
Crane River
Waterhen
Barens River
Little Grand Rapids
Princess Harbour
Matheson Island
Pine Dock
Loon Straits
Seymourville
Aghaming
Bissett
Manigotagan
Aboriginal and Northern Affairs Communities
Legend:
Northern Region Communities
East/West Region Communities
Boundary of Aboriginal & Northern Affairs Area
Manitoba
Aboriginal & Northern Affairs

Executive Support

Executive Support includes the offices of the Minister and the Deputy Minister and the Northern Regional Cabinet Offices located in Thompson and The Pas.

The Minister's Office provides leadership and policy direction for the department.

The Deputy Minister's Office provides support to the Minister by providing information and advice. The office also provides executive leadership and operational direction for the development of programs and policies, the implementation of departmental programs, and the collaboration and coordination across government with departments and agencies. The Deputy Minister also advocates for the development of good relations and partnerships with the federal government, the Aboriginal communities and organizations as well as the private sector. The Deputy Minister is the Chairperson of the Departmental Executive Committee.

The Northern Regional Cabinet Offices provide citizens in northern Manitoba with effective access to government by providing contact with members of Cabinet and by providing information regarding government programs and the provincial staff contacts for those programs.

The department supports government-wide initiatives such as the Northern Development Strategy and the Northern Hydro Training Initiative which is a long-term plan to develop human resources of the North. The goal is to create opportunities for social and economic changes that benefit all northerners. At the heart of the strategies is the belief that the priorities, strengths and experiences of northerners must be an integral part to future northern development.

Various divisions of the department are involved in Aboriginal specific policy and program development and program delivery as well as consultation with the Aboriginal communities and organizations in Manitoba.

19.1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Minister's Salary	42.1	1.00	42.3	(.2)	
Total Expenditures	**42.1**	**1.00**	**42.3**	**(.2)**	

19.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	812.4	14.00	833.7	(21.3)	
Other Expenditures	273.3		275.1	(1.8)	
Total Expenditures	**1,127.8**	**14.00**	**1,151.1**	**(23.3)**	

Aboriginal and Northern Affairs Operations

Financial and Administrative Services

Rene Gagnon - Director

Financial and Administrative Services is located in Thompson. The branch provides financial comptrollership, fiscal management, financial advice and administrative support services to the department. The human resource function for the department is included in this branch (see Consolidated Human Resource Unit Section for details on the departmental human resource function).

The Director of Financial and Administrative Services fulfills the position of Access Coordinator for *The Freedom of Information and Protection of Privacy Act* and *Personal Health Information Act* and *The Public Interest Disclosure (Whistleblower Protection) Act*. The Director also provides French Language Services for the department required by *The French Language Services Act*.

The Objectives of Financial and Administrative Services are:

- To provide fiscal management/comptrollership to the department as delegated by government statutes/regulations and policies.
- To provide financial advice and support services to assist the departmental divisions in the achievement of their goals and objectives.
- To ensure that all departmental financial activities adhere to government regulations, policy, and guidelines including writing/amending departmental financial policies so that they are consistent with those of the government.
- To provide financial analysis of all departmental programs to departmental managers.
- To prepare the departmental estimates.
- To prepare the department's annual report and quarterly cashflow projections including variance explanations.
- To process Freedom of Information requests within specified deadlines.

Results:

- All financial transactions were monitored for compliance with government and departmental rules and regulations. Non-complying transactions were rejected. The Provincial Auditor noted no incidents of departmental non-compliance.

- All support services were provided within established service standards.

- Advice provided resulted in:
  - the allocation of financial resources so that the maximum benefit was obtained,
  - the purchasing of goods and services in an economical, efficient and effective manner.

- Policies and procedures were reviewed and amended on a priority basis.

- Departmental estimates were prepared in compliance with Treasury Board guidelines.

Sustainable Development Report

The department is particularly interested in the increased participation of Aboriginal people and suppliers in this initiative. The key benefits anticipated through this initiative are:

- Stimulation of Aboriginal business development;
- Long term viability of Aboriginal businesses;
- Facilitation of enhanced Aboriginal business capacity;
- Creation of new employment opportunities; and
- Enhancement of the economic self-sufficiency of communities.

Aboriginal and Northern Affairs continues to strive to achieve the targets set out in the government wide initiative.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and strengthens protection from reprisal. The Act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the Act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or, knowingly directing or counseling a person to commit a wrongdoing. The Act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department's annual report in accordance with Section 18 of the Act.

The Department of Aboriginal and Northern Affairs is pleased to report that during the 2007 – 2008 fiscal year there were no issues/matters pertaining to any section of this Act.

19.2(a) Financial and Administrative Services Division

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	408.7	6.00	394.2	14.5	
Other Expenditures	115.7		112.9	2.8	
Total Expenditures	**524.4**	**6.00**	**507.1**	**17.3**	

Consolidated Human Resources Branch

The Human Resource Services Branch within the Department of Aboriginal and Northern Affairs and Manitoba Infrastructure and Transportation is consolidated to form one sector. The Branch provides leadership and support in human resource management and pay and benefit services for the two departments under one Director who reports to the respective Deputy Ministers. The Consolidated Human Resource Services Branch provides service out of two offices located in Winnipeg and Thompson. The Winnipeg office has a full time Human Resource Consultant who provides human resource management service to the Aboriginal Affairs Secretariat and Local Government Development's offices in Winnipeg. The Thompson Human Resource Consultant provides the same services to the Local Government Development offices in Thompson and Dauphin, as well as the Finance and Administration Division. The Thompson office also provides full pay and benefit services to all Aboriginal and Northern Affairs staff. The Thompson office consists of one Human Resource Consultant, one Human Resource Assistant and two Pay and Benefits Administrators. This office reports to the Director of the Consolidated Human Resource Services Branch and is the only Consolidated Human Resource Services Branch with services in the North.

The services provided include human resource planning and management, recruitment and staffing, compensation and benefits, job classification, labour and employee relations, training and development, performance management and employment equity and diversity.

The Consolidated Branch operates under delegated staffing and classification agreements with the Civil Service Commission through which all Human Resource Consultant staff in the Branch have delegated authority for the two departments.

Accomplishments Specific to Aboriginal and Northern Affairs

- Staffing activity included thirty-two permanent and term staffing actions. There are currently no selection decisions being appealed.
- On-going provision of payroll and benefit administration out of Thompson.
- Full working level of two Human Resource Consultants to provide human resource assistance, advice and guidance to all department staff and management.
- Active participation in Access programs at University College of the North.

- Employment equity is factored into all staffing actions within the department. The department's Aboriginal Employment Strategy and Equity and Diversity Strategy includes a statement in all recruitment ads that Aboriginal candidates will be given preference.
- The Deputy Minister sent a memorandum to all staff outlining his support and commitment to creating a diverse and respectful workplace and Employment Equity principles.
- The majority of staff has participated in the department-specific "Creating an Inclusive and Respectful Workplace" training.
- Job descriptions, vacancy advertisements, and all other recruitment documentation are reviewed for consistency, clarity and free of barriers.
- On-going classification services to the department. There were no classification decisions appealed.
- Provision of guidance and advice to management on labour relations, including appropriate action and negotiating settlements to resolve issues before the formal grievance stage.
- Provision of guidance and support to management in organizational review and structural design matters.

A Renewal Strategy Action Plan was implemented for fiscal year 2006/07 to address ten recommendations that came out of a consultant's report to align the department with the corporate Aboriginal Employment Strategy framework. The plan identifies steps, responsibilities to follow-up and the targeted date for completion. There is also a requirement for on-going status reporting on the progress toward completion.

As at March 2008 the Department's Employment Equity representation was:

EMPLOYMENT EQUITY GROUP	EMPLOYEES	PERCENTAGE
Female	55	60.4%
Aboriginal	47	51.6%
Disabled	0	0%
Visible Minority	2	2.2%

Northern Affairs Fund

Rene Gagnon - Director

The Minister of Aboriginal and Northern Affairs has the authority under Section 11 of *The Northern Affairs Act* to open and maintain bank accounts for the operation of the Northern Affairs Fund. The fund maintains two bank accounts. One account is the "Specific Purpose Funds Account." This account is used to account for all monies advanced to the Minister for any specific purpose. The main purpose is to administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*. Other specific activities include the Municipal Employees Benefit Plan (for community employees), cottage sub-division levies and various northern programs/projects administered by Aboriginal and Northern Affairs for other government departments and other agencies.

The second account is the "Taxation Account." This account is used to account for all monies received by virtue of the Minister's municipal taxation powers (per Section 5 of *The Northern Affairs Act*). *The Assessment Act* and *The Municipal Affairs Act* apply to the municipal tax collection system.

Branch staff administer the activities of the Northern Affairs Fund within applicable statutes and regulations in a manner consistent with departmental policies for the development of local government autonomy. Branch staff monitor individual Aboriginal and Northern Affairs communities' financial and operational results by requiring that community auditors provide an opinion on their financial statements, report on adherence to various Acts, Regulations and Agreements, and provide a management letter commenting on the community's management control procedures. Branch staff review these reports and advise appropriate management of significant deficiencies and make recommendations for corrective action.

The Objectives of the Northern Affairs Fund are:

- To administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*.
- To provide accounting and trust services in support of the delivery of various government programs.
- To administer the property tax system within the jurisdiction of Aboriginal and Northern Affairs in a manner consistent with accepted municipal practices.
- To administer the municipal employee benefits program for northern communities.

- To administer the community audit program including analysis of the audited financial statements, audit reports and management letters and report analysis results to management.

- To provide accounting and trust services to cottage subdivisions within Aboriginal and Northern Affairs' municipal jurisdiction.

- To prepare the Northern Affairs Fund financial statements.

Results:

- The total revenue in the Trust Fund for 2007/2008 was $23,061,110 managed in 54 programs. The major sources of revenue were:

  $17,053,790 from Aboriginal and Northern Affairs' appropriations
  $2,412,142 in tax revenue
  $2,397,080 in General Grant Assistance funds distributed to northern communities and First Nations in Manitoba
  $375,241 collected in Service Levy fees from 18 cottage subdivisions in northern Manitoba

- Administered the "Municipal Employees Benefit Plan (MEBP)" for the benefit of employees in 21 northern communities.

- During the fiscal year ending March 31, 2008, the department received audits for the 2006/07 fiscal year. Of the 35 communities requiring an audit opinion, 28 communities received an unqualified opinion, six received a qualified opinion and one received an audit denial.

19.2(B-4) Northern Affairs Fund

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	256.3	4.00	242.7	13.6	
Other Expenditures	54.8		53.0	1.8	
Total Expenditures	**311.1**	**4.00**	**295.7**	**15.4**	

Local Government Development

Freda Albert - Executive Director

The Executive Director advises the Minister and Deputy Minister on matters related to policy and program development and implementation and the delivery of municipal services in the unorganized territory. Programs and Operational Support develops and facilitates inter-departmental partnerships that support community and economic development in northern Manitoba. It also supports the development of local government and promotes incorporation as a means for communities to realize greater autonomy. It leads and supports the activities of three operational areas - the Northern Region, the North Central Region and the Program Planning and Development Branch, collectively referred to as the Local Government Development Division.

The Local Government Development Division funds and supports the provision of municipal services and infrastructure in 50 designated communities in the unorganized territory of northern Manitoba. The division is committed to the advancement of independent, sustainable local government through a process of partnership and consultation. This commitment is guided by three objectives:

Good Governance – To support the development of responsible local government through elected community councils and the effective and efficient delivery of municipal services.

Improved Quality of Life – To promote safe and healthy communities with a focus on safe drinking water, protection of the environment, recreation and wellness programs that meet local needs, public safety and strategic economic development in support of sustainable communities and a stronger economy in northern Manitoba.

Holistic Community Development – To support and facilitate development initiatives that are community-driven, sustainable and collaborative, in partnership with community councils and other provincial departments, jurisdictions and organizations.

Activities during 2007-08 in support of these three objectives included:

Community Consultation

- At the Northern Association of Community Councils' 37th Annual General Assembly, the Department hosted a one day information session for community mayors, council members and administrative staff on August 21, 2007. A total of 94 delegates and administrative staff were registered. The morning session included a departmental presentation on new election regulations followed by a presentation on Incident Command by the Office of the Fire Commissioner and a presentation by Green Manitoba on recycling. The afternoon session started with a presentation by the Manitoba Red Cross, followed by a presentation on new technology by Science, Technology, Energy and Mines and a departmental presentation on training proposals for community administrative officers and public works employees.
- Regional workshops were held February 26-28, 2008 in The Pas and March 4-6, 2008 in Winnipeg for members of council and administrative staff. Seventy-seven community participants representing 34 communities attended the workshops. The Northern Association of Community Councils (NACC) also participated in each workshop with a half day devoted to NACC agenda items.
- The agenda for the workshops was extensive and in addition to presentations by ANA staff, guest presenters included the RCMP, MAFRI, CEDF, OFC, AFM, Service Canada, Cedar Lake Community Futures and MEMO.

Capital Grants Program

This program provides financial support to communities for municipal infrastructure and equipment and offers consulting services and support for the development of project planning and delivery capacity at the community level. Enhancing infrastructure in northern communities has a direct impact on opportunities for community economic benefits.

- In the 2007/08 fiscal year, the department's capital allocation for infrastructure upgrades and equipment in northern communities included the following amounts:

$ 1,442.5	Water
$ 1,583.2	Wastewater
$ 69.3	Waste Disposal Site Study
$ 959.0	Fire Program
$ 14.6	Surveys and Subdivisions
$ 436.3	Engineering, Design & Inspections, etc.

- The department provided its annual contribution of $3.0 million to O-Pipon-Na-Piwin Cree Nation to fulfill the obligation of the infrastructure renewal agreement with the establishment of a reserve at South Indian Lake.

19.2 (b-1) Programs and Operational Support

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	213.1	3.00	216.8	(3.7)	
Other Expenditures	100.3		88.1	12.2	
Community Operations	9,207.7		9,208.6	(.9)	
Regional Services	485.5		478.5	7.0	
Grants	322.9		323.7	(.8)	
Northern Healthy Foods Initiative	427.5		449.0	(21.5)	
Capital Grants	9,821.9	4.00	9,821.9	-	
Total Expenditures	**20,578.9**	**7.00**	**20,586.6**	**(7.7)**	

Northern and North Central Regions

The Local Government Development Division serves 50 designated communities through regional offices and sub-offices located in Thompson, The Pas, Dauphin and Winnipeg. The division is responsible for the provision of consulting and advisory services related to municipal administration and the planning and delivery of local services. Other responsibilities include the coordination of service delivery by other provincial government departments and a variety of activities and programs that focus on strategic community development and facilitation of partnerships with other government departments and agencies to improve the social, economic and environmental conditions in northern communities.

Regional offices in Dauphin and Thompson and sub-offices in Winnipeg and The Pas delivered the following programs:

Municipal Administration Program

The division's Municipal Development Consultants provided on-going support throughout the year to elected councils and community administrative staff in areas of accounting and administration, planning, financial management and reporting.

- A three day workshop was conducted for Community Administrative Officers from November 20 to 22, 2007. The workshop was attended by 29 participants from 27 communities.

- In addition to being a good networking opportunity for CAOs, the workshop topics deemed most relevant by participants included: the importance of the balance sheet, audit and year-end requirements, municipal taxes, Municipal Employees Benefits Plan (MEBP) and the role of the CAO.

Environmental Services Program

Support for the upgrading, operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds continues to be a priority. Environmental Services Consultants worked throughout the year with communities to maintain water and wastewater services and solid waste disposal sites and to assist with the resolution of any operating issues as they arose.

A major component of the Environmental Services Program is the water treatment and wastewater treatment upgrading program. The upgrading strategy, based on engineering studies conducted between 2001 and 2003 originally planned to be fully complete over a 10 year period. This schedule has had to be extended due to significant cost escalation. Aboriginal and Northern Affairs is addressing water systems on a highest priority basis. Pre-design reports, funding applications, designs and project delivery are ongoing.

Water and Wastewater Infrastructure

- The department funded four water system projects (Mallard Phase II, Nelson House, Sherridon and Meadow Portage Phase II and 3 wastewater treatment projects (Cormorant, Matheson Island and Meadow Portage.
- Engineering and design work/studies related to water services were funded for seven communities and wastewater services for 3 communities.

Water & Wastewater Operator Certification

- The certification of water and wastewater operators in compliance with provincial regulations remains a challenge in terms of both the training of operators from remote locations and the retention of qualified operators. Potential training options have been explored and the department continues to look for viable training options. Increases to wages for certified operators will be implemented in 2008-09 to both motivate operators to achieve certification and to help retain qualified operators.

Public Works Program

Technical and Public Works Consultants worked during the year with community councils and public works employees to facilitate the optimum maintenance of community infrastructure and to development community self-sufficiency in the public works area.

- Annual audits are made of community infrastructure and deficiencies identified. The infrastructure audit for 2007-08 resulted in 19 communities (47.5%) receiving a grade between A- and B+ and 17 of the communities audited (42.5%) receiving a grade between C- and C+.

Workplace Safety and Health

- Subsequent to publication of *A Safe Workplace – A Workplace Safety and Health Manual for Your Community* effective April 1, 2005, the implementation stage of the Workplace Safety and Health Initiative began. This included the provision of initial training for elected community representatives and employees. Training continued during 2007-08.
- As part of the WPSH legislative requirements, departmental consultants have conducted both planned and unannounced inspections of community workplaces and continue to work with communities on the development of prevention plans.
- A review of the WPSH program was started during the year in response to new regulations. The review will be completed in 2008-09 and any required changes implemented.

Public Works Employee Workshops

- A three-day workshop was held Nov. 27-29, 2007 for public works employees from communities in the North Central Region. Sixteen participants from 12 communities attended. The major topic on day one was distribution pump maintenance, day two was devoted to professional development in the form of a session on time management and on day three there were presentations on new Workplace Safety and Health regulations, water testing and new regulations on water quality.
- A similar workshop was held in The Pas January 29-31, 2008 for fourteen public works employees from communities in the Northern Region. The material covered over the three days was similar to that of the workshop noted in the previous point.

Community and Resource Development Program

Community and Resource Development Consultants continue to work with community officials and representatives on the implementation of economic development strategies based on identified local opportunities.

- In January 2008 the Division published the *Community Development Corporation (CDC) Manual* providing practical information on how to start and operate a CDC in Manitoba. Comprehensive, yet easy to use, this manual is specifically applicable to communities under the jurisdiction of Manitoba Aboriginal and Northern Affairs.

- With assistance from Aboriginal and Northern Affairs, broadband communication towers have been built in six Aboriginal and Northern Affairs communities – Camperville, Duck Bay, Mallard, Waterhen, Spence Lake and Crane River. All six towers were operational by early September, 2007. This will facilitate the delivery of high speed internet services to these communities and others including First Nations within a 10km. radius of the towers.
- Staff continues to monitor the Community Development Officer (CDO) pilot project and mentor CDOs in Seymourville, Camperville, Cross Lake and Norway House.
- The Department continues to support and encourage community participation in Rural Forum and Vision Quest.

Protective Services Program

Protective Services Consultants continued their work with communities to make them a safer place to live. These activities encompassed emergency planning, fire protection and policing. Services, including training and equipment, are provided for in collaboration with the Office of the Fire Commissioner, EMO and the RCMP.

Fire Program Training

- Firefighter training took place in three communities during the year: Pine Dock, Norway House and Easterville.

Fire Equipment

- New fire trucks were delivered to the communities of Cormorant, Cross Lake, Wabowden and Camperville based on a comprehensive plan for equipment upgrading. With the delivery of the new equipment, two of the units being replaced were re-deployed to smaller communities.

Constable Program

- In July of 2007 three community constables graduated from an RCMP run training program and received their Peace Office status. The constables will serve the communities of Cormorant, Brochet, Seymourville, Manigotagan and Bissett. This training is delivered through a collaboration of Aboriginal and Northern Affairs, the RCMP and the Aboriginal Policing Directorate of Public Safety and Emergency Preparedness Canada.
- In August, 2007 subsequent to the graduation of the constable from Cormorant, the department delivered a specially equipped police vehicle to that community for use by their constable. This was the last of 10 specially equipped vehicles supplied to communities, the others having been delivered in 2006-07.

- Community constables from Barrows and area, Pelican Rapids and Waterhen attended a training session in March 2008. For two of the trainees, it was to refresh and update their skills based on a department policy that sees constables participate in training every three years to maintain skills.
- Aboriginal and Northern Affairs supported participation by 14 students in the RCMP Summer Youth Program.

Recreation and Wellness Program

Recreation consultants work in partnership with community recreation staff and elected representatives, other departments, agencies and stakeholders to promote recreation and wellness programming, provincial initiatives and the recommendations of the Healthy Kids, Healthy Futures Task Force. In addition to the following programs, work on the second edition of the *Recreation Director's Handbook – A practical guide for recreation delivery in Aboriginal communities* was substantially completed and will be published in 2008-09.

Northern Links – Recreation Workshop

The department hosted the 10th annual Northern Links Recreation and Wellness Workshop from September 17-21, 2007. This workshop, targeting recreation directors and youth workers from Aboriginal communities drew 24 participants including participation by the University College of the North's Recreation Leadership class from Norway House.

In addition to networking opportunities participants enjoyed a variety or presentations and had an opportunity to practice their skills during an activity planning session with visiting children from the KeeSee First Nation School. Organizations participating in the workshops included the Manitoba Aboriginal Sport and Recreation Council, Manitoba Life Saving Society, Sport Manitoba, Manitoba Red Cross and Manitoba Culture, Heritage, Tourism and Sport.

Regional Summer Leadership Workshops

- With financial assistance from Manitoba Culture, Heritage, Tourism and Sport, Healthy Child Manitoba and Manitoba Education Citizenship and Youth, the department hosted two regional workshops. The workshops consisted of both indoor and outdoor sessions and included program planning, effective communication, team building, trust building activities, how to facilitate games and activities, water safety and making nutritious snacks.
- Twenty students and recreation directors from 10 communities attended the July 5th and 6th workshop in Crane River, while 10 students from three communities participated in the July 18th and 19th sessions held at Wabowden.
- These workshops provide a unique learning opportunity for students preparing them for employment by their communities during the summer.

www.NorthernLinks.org

- Aboriginal and Northern Affairs continued to support www.NorthernLinks.org. In 2007. This is a relatively new web site that is still evolving and reaches out to sport and recreation directors, program leaders, coaches, teachers and health advocates in Canada's Aboriginal, rural and remote communities.
- It offers professional support in managing, creating and updating community sport and recreation programming. Users can search the database for information on policies, program outlines, forms and guides or post a question and receive tips, advice and support from colleagues throughout Canada.
- Support for this initiative was coordinated by Aboriginal and Northern Affairs in collaboration with other provincial government stakeholders.

Northern and Remote Water Smart Initiative

- This program funded by Aboriginal and Northern Affairs and delivered to northern communities by the Life Saving Society of Manitoba provides in water training sessions for youth of all ages with the goal of participants attaining the Lifesaving Society's nationally recognized Swim to Survive® skills. Instructors also offer Boat Operator Accredited Training (B.O.A.T.) and issue permanent Transport Canada approved – Pleasure Craft Operators (PCO) licenses. Classes and certification in First Aid/CPR level A are also available.
- Week long programs were delivered in 11 locations throughout the North. A total of 525 children and youth were registered in the Swim to Survive classes of which 167 passed the in-water test. The test was only administered where conditions were safe to do so. Eighty-six people were registered for the BOAT course in 9 of the 11 communities visited, with 74 graduating. The First Aid/CPR program attracted 141 people of which 113 were certified following the final FA/CPR exam. In addition to these programs, a total of 300 personal floatation devices (PDFs) were distributed to the communities through the provincial PFD Loaner Program.
- This was the third year for this program which has now reached 25 different northern communities. There has been a significant decline in the number of drownings and water related injuries over the past several years and we feel this program has contributed to that outcome.

19.2(b-2) Northern Region

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	956.3	13.00	998.9	(42.6)	
Other Expenditures	368.1		376.1	(8.0)	
Total Expenditures	**1,324.4**	**13.00**	**1,375.0**	**(50.6)**	

19.2(b-3) North Central Region

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	941.0	13.00	940.5	.5	
Other Expenditures	291.0		281.1	9.9	
Total Expenditures	**1,232.0**	**13.00**	**1,221.6**	**10.4**	

PROGRAM PLANNING AND DEVELOPMENT (PPD)

The Program Planning and Development Branch provides consistent policy and program development, strategic and operational planning and performance measurement support, communication services, resource material development, and research and analytical capability in support of local government and community development.

Program Planning and Development Branch staff is assigned to all program areas and is responsible for program review and innovation. In addition to support provided to specific program areas, the branch achieved the following during 2007-08:

Northern Healthy Foods Initiative NHFI)

The department along with Manitoba Agriculture, Food and Rural Initiatives, Manitoba Health and Healthy Living and Healthy Child Manitoba continued to work together through a management committeé on implementation of the Northern Healthy Foods Initiative. .

- In November, 2007 the day to day management of the initiative was transferred from the Aboriginal Affairs Secretariat to the Program Planning and Development Branch of Local Government Development.
- The department continued to deliver this initiative through four regional constituent-serving organizations: Four Arrows Regional Health Authority Inc., Bayline Regional Roundtable, Northern Association of Community Councils and Frontier School Division.
- ANA's Local Government Development Division also worked with several communities in the North Parkland region to implement "Grow North" community gardening projects.
- NHFI partnered with the Manitoba Food Charter and the Bayline Regional Roundtable to present the Northwest Harvest Forum – a two-day conference on a variety of practical subjects such as raising chickens and traditional methods of smoking meats along with training on mobilizing at the community level.
- In partnership with Manitoba Infrastructure and Transportation, NHFI has installed commercial refrigeration units at the three Island Lake area airports to be used for receiving and storing nutritious perishable foods when ordered direct from Winnipeg suppliers.
- Working with approximately 30 communities, the Initiative to date has seen the development of 400 gardens, the delivery of 8 greenhouses and 160 freezers and establishment of small scale livestock operations (chickens and goats) involving approximately 15 families.

Northern Youth Empowerment Initiative (NYEI)

- This pilot initiative to support development of sustainable programming for youth at risk in northern and remote communities was given the green light in 2007-08.
- In the 2007-08 fiscal year support has been provided for development of sports and recreation programming in the Island Lake area and the Army Cadet program in Cross Lake.
- Outcomes we are seeking include: an overall decrease in conditions such as suicide, addictions and gang involvement; reduction of criminal activity and increased community safety; increased life options/opportunities for youth; improved school attendance/completion rates; improved labour force outcomes and; enhanced citizen involvement. These outcomes can be realized by giving youth a chance to build self-esteem and experience success.

Building Independence Initiative

- For 2007/08, under the Building Independence Program, there were a total of 22 participants and 8 communities utilizing this program.
- The types of projects approved were in the following program areas: public works, recreation, administration and protective services. As in previous years, the program was again reported by communities as being successful and beneficial.

Scrap Metal Recycling

- 16 communities were identified for assessment and clean-up (pilot project)
- Inspections and removal of scrap material took place in 2006 and 2007
- 230 tons of scrap metal has been removed from 9 of the 16 communities as of January 2008.
- Pilot is expected to wrap up in 2008.

19.2(B-5) Program Planning & Development Services

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	$	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	516.0	8.00	612.8	(96.8)	
Other Expenditures	160.9		139.6	21.3	
Total Expenditures	**676.9**	**8.00**	**752.4**	**(75.5)**	

Aboriginal Affairs Secretariat

Joe Morrisseau – Executive Director

The Aboriginal Affairs Secretariat's four branches - Policy and Strategic Initiatives, Agreements Management, Aboriginal Consultation Unit and Support Services are focused on efforts to improve quality of life for Aboriginal and northern Manitobans and to promote a relationship of mutual understanding, trust and respect between the provincial government and Aboriginal and northern Manitobans.

The Secretariat influences policy and development of initiatives to create positive change in government and communities and supports development in Aboriginal and northern communities by providing financial and technical resources.

The Secretariat assists First Nations and northern communities with self-government agreements and the negotiation and implementation of settlement agreements related to hydro-electric development in northern Manitoba, treaty land entitlements and other land-related issues.

The Secretariat ensures that Manitoba meets its legal and Constitutional responsibilities to consult with First Nation and Aboriginal communities before making decisions that might affect the exercise of Treaty or Aboriginal rights.

Objectives:

- To influence development and delivery of policies, programs and services that result in safe, healthy and secure environments.
- To conclude agreements related to adverse effects of hydro-electric development, treaty land entitlement and other land-related matters.
- To fulfill provincial responsibilities resulting from agreements and other initiatives.
- To ensure that consultations on government decisions that might affect the exercise of Treaty or Aboriginal rights are conducted in a meaningful way.
- To increase community confidence, knowledge and leadership skills.
- To develop meaningful partnerships between Aboriginal and northern people and all levels of government.
- To build a workforce representative of Aboriginal and northern people.
- To promote a more sustainable entrepreneurial and community economic environment.

- To provide administrative management services, technical research and special project support for the Secretariat.

The program specific activities are provided under separate headings.

Support Services

Activities:

- Provided the department with coordination and monitoring of information technology activities.
- Provided Aboriginal Affairs Secretariat with quality administrative management services, including financial administration, human resource services, management reporting, information technology management, and administrative support services.
- Provided Aboriginal Affairs Secretariat with technical research and special project support.

Results:

- Coordinated and monitored departmental information technology activities for adherence to standard government policies and practices.
- Financial resources allocated for the maximum benefit.
- Efficient and effective use of human resources in reaching the program objectives.
- Support services were provided within established service standards.

19.2(C-1) Support Services

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	367.4	6.00	335.3	32.1	
Other Expenditures	82.4		79.0	3.4	
Total Expenditures	**449.8**	**6.00**	**414.3**	**35.5**	

Agreements Management

To ensure the negotiation and successful implementation of settlement agreements that will, collectively and individually, resolve land and other issues that relate to hydro-electric development, treaty land entitlement and other land exchange and/or land use related agreements.

Activities:

Established and maintained contacts and working relationships with other jurisdictions, provincial government departments, organizations and other Aboriginal/northern interests in support of northern Manitoba, its communities and residents.

Continued the negotiation and implementation of Manitoba's obligations under the Northern Flood Agreement (NFA) with Cross Lake First Nation through yearly Action Plans worth approximately $5.6 million each year.

Coordinated and/or participated in the NFA arbitration process for Cross Lake First Nation and other individual claims under the NFA.

Continued implementation activities related to NFA Comprehensive Implementation Agreements (CIA's) with Tataskweyak Cree Nation (formerly Split Lake Cree First Nation), Nisichawayasihk Cree Nation (formerly Nelson House First Nation), York Factory First Nation and Norway House Cree Nation.

- Participated on and provided ongoing support to four resource co-management boards.
- Coordinated and/or participated in the land transfer process for lands designated to be reserve under NFA CIA's.
- Coordinated and/or participated in the surveying of permit and fee simple land as specified in the Comprehensive Implementation Agreements.

Negotiated claims with non-NFA communities impacted by hydro-electric development.

- Continued settlement agreement discussions for adverse effects of hydroelectric developments with the Aboriginal and Northern Affairs communities of Norway House, Cross Lake, Thicket Portage and Pikwitonei.

Continued the negotiation of the settlement of the Salt Point Road/PR 276 claim with Skownan First Nation for compensation for provincial road right-of-way.

Continued implementation responsibilities associated with the Grand Rapids Forebay Agreements (Chemawawin Cree Nation, Easterville Community, and Moose Lake Community).

Continued participation on the Cedar Lake, Cormorant, Split Lake, Nelson House, York Factory, Norway House and Fox Lake Resource Management Boards and the Nelson River Sturgeon Management Board.

Continued implementation responsibilities related to land transfer for the Fox Lake Cree Nation settlement agreement.

Continued participation on the Harmonized Gillam Development Committee and Land Use Planning Committee with Manitoba Hydro and Fox Lake Cree Nation.

Continued implementation of 8 signed Treaty Land Entitlement (TLE) agreements (for 28 First Nations) between Manitoba, Canada and the signatory First Nations for processing land selections and acquisitions.

- Continued to develop and establish implementation dispute resolution/mediation/arbitration process of the TLE Framework Agreement through the Implementation Monitoring Committee (IMC) and the Senior Advisory Committee (SAC).
- Led the Provincial Implementation Team in evaluating and processing TLE land selections.
- Continued the Crown land transfer process involving 837,350 acres selected under the Framework Agreement and 100,474 acres under other TLE agreements as of March 31, 2008. Under all TLE agreements, approximately 425,000 acres transferred to Canada with 287,604 acres set apart as reserve.
- Continued to participate in the development of Agreed Forms with Canada and the Treaty Land Entitlement Committee (TLEC) of Manitoba to facilitate the implementation of TLE.
- Provided public information regarding the implementation of the TLE Framework Agreement and detailed information to municipalities and other stakeholders where necessary.
- Representatives of Manitoba, Canada and TLEC continued to discuss and resolve implementation issues relevant to outstanding TLE selections through the Tri-Party process.
- Continued to meet with TLE First Nations to assist the land transfer process.

Finalized an agreement with Canada and Peguis First Nation to address outstanding TLE. Manitoba is obligated to provide 55,038 acres of Crown land to Peguis First Nation under this agreement.

Continued the TLE Crown land selection and acquisition process with respect to the TLE First Nations of Garden Hill, Swan Lake, Long Plain, and Roseau River.

Coordination of and participation in northern development activities and initiatives:

- Participated with provincial departments and external agencies on the Board of Directors for the Churchill Northern Studies Centre.
- Participated on development of the study for a winter/all weather road to Nunavut.
- Continued involvement with Canada and O-Pipon-Na-Piwin Cree Nation (OPCN) community residents in planning and affecting the transfer of lands within the community to be set apart as reserve.
- Participated in Aboriginal consultations for Churchill River Diversion final licencing process.

Major Accomplishments include:

- As of March 31, 2008, Manitoba has transferred approximately 425,000 acres of Crown Land to Canada regarding provincial obligations under Treaty Land Entitlement. Aboriginal and Northern Affairs made a commitment in August 2006 to transfer 150,000 acres per year for four years following 2006 to be set apart as Reserve Land. A total of 159,000 acres were set apart as Reserve in the first year of commitment.

- Manitoba, Canada and Peguis First Nation finalized a TLE Agreement for Peguis First Nation. Under this Agreement, Manitoba will provide 55,038 acres of Crown land to Peguis First Nation.

- Manitoba, Manitoba Hydro and Mosakahiken Cree Nation signed the Comprehensive Forebay Agreement related to impacts associated with the development and operation of the Grand Rapids hydroelectric station (1960s).

- Signed a 30-year settlement agreement with the Cross Lake Trapper's Association relating to adverse effects on commercial trapping from hydroelectric development.

- Signed a final settlement agreement with the Cross Lake Fishermen's Association relating to adverse effects on commercial fishing from hydroelectric development.

19.2(C-2) Agreements Management

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	515.2	7.00	528.7	(13.5)	
Other Expenditures	769.7		132.9	(13.2)	
Recovery from Enabling Vote	(650.0)				
Agreements Implementation	1,225.2		1,281.3	(56.1)	
Total Expenditures	**1,860.1**	**7.00**	**1,942.9**	**(82.8)**	

Policy and Strategic Initiatives

The Policy & Strategic Initiatives Branch promotes innovative policy and program development through the identification of needs, assets, and aspirations of Aboriginal and northern Manitobans. The Branch provides support to policy and program development through accurate, relevant, and timely information, and through the development of partnerships with the Aboriginal communities/organizations, other government departments, other levels of government, and the private sector. In addition, Policy & Strategic Initiatives:

- works with Aboriginal communities and organizations, government departments, agencies, other levels of government and industry to develop policies and programs that enhance and promote the well being of Aboriginal and northern Manitobans;
- negotiates and implements self-government options;
- provides and leverages financial and technical resources in support of Aboriginal capacity building initiatives;
- fosters and communicates in a manner that contributes to a relationship of mutual understanding, trust and respect among provincial government and Aboriginal and northern Manitobans;
- brings focus to Aboriginal quality of life issues; and
- provides a global perspective across government of progress toward achieving improvements to the quality of life for Aboriginal and northern Manitobans.

ACTIVITY INDENTIFICATION:

Policy and Strategic Initiatives took the lead to coordinate a government wide strategy and produced discussion papers to lay the framework for a ten year initiative on Manitoba's priority to Closing the Gap in well-being and quality of life between Aboriginal and northern residents and other Manitobans.

In 2007/08 branch activities in support of improving Aboriginal education and early childhood development included:

- participation with Manitoba's Education departments in the renewal of the Aboriginal Education Action Plan;
- contribution as a member of Healthy Child Manitoba with the Early Childhood Development (ECD) Centered Estimates, the Interdepartmental Program and Planning Committee, Manitoba Children's Agenda Coordinating Group; and the ECD Advisory Committee;
- Partnered with federal and First Nations stakeholders on regional approaches to closing gaps in educational outcomes, i.e. School Improvement Project, Regional Schools Models, Bear Spirit Report;

- With Manitoba Family Services, actively sought means to provide ongoing support to Kani Kanichihk for delivery of the Restoring the Sacred program for northern and rural Aboriginal youth attending secondary education in the city; and
- Supported and participated in youth/education forums and cross departmental youth initiatives.

In support of improving health and well-being outcomes for Aboriginal people, Policy and Strategic Initiatives:

- Continued implementation and expansion of the Northern Healthy Foods Initiative with gradual transfer of the program to another branch within the department;
- Promoted and supported negotiation and mediation processes with the Intergovernmental Committee on First Nations Health and Health Integration Initiative;
- Partnered with Manitoba Health with planning and follow-up of the National Aboriginal Health Summit;
- As a board member, supported the Neewin Health Care Inc. with continued development of regional health care services in the Island Lake communities; and
- Worked with the sub-committee on Aboriginal suicide prevention within the overall Manitoba Suicide Prevention framework;

Within the Aboriginal Housing and Infrastructure stream of Closing the Gap, the Branch:

- Worked with Manitoba Urban Native Housing Association, other departments and governments to advocate, develop options and increase activities on Aboriginal housing in Manitoba; and
- Supported an Airships International Conference in Winnipeg to promote new cargo industry in Manitoba as a viable option for decreased transportation costs in the north.

On increasing Aboriginal economic opportunities, Policy and Strategic Initiatives:

- In partnership with the Department of Education, Training and Youth, provided funding to Partners for Careers for a store front operation in Winnipeg and to continue work with Manitoba Association of Friendship Centers with placing Aboriginal graduates in careers;
- Administered and monitored the Aboriginal Economic and Resource Development (AERD) Fund by assessing project proposals from community-based Aboriginal groups, making recommendations on project funding and disbursing grants.
- Completed a draft of the Strengthening Aboriginal Participation in the Economy initiative and continued implementing elements of the strategy with Aboriginal Employment Partnership Agreements with public and private employers,

completion of the Aboriginal Employment Component of the Civil Service Renewal Strategy and continued assistance with Aboriginal internship programs, and active support as ex-officio member of the Aboriginal Chamber of Commerce;

- Developed a community economic planning template to be piloted within Aboriginal communities;
- Assisted development of the First Peoples Economic Growth Fund;
- Began work on a Métis Economic Strategy;
- Continued implementation of the Aboriginal component of the Winnipeg Partnership Agreement with coordination of the Aboriginal Partnership Committee to review proposals and recommend funding of projects in support of healthy families, education and training, and economic development within the urban Aboriginal population;
- As a member of the national Aboriginal Human Resource Council, referred major employers to the Networks of Change and Mastering Aboriginal Inclusion programs; and
- Coordinated an advisory committee for planning and follow-up of the Manitoba Workforce Connex forum including development of a conceptual proposal on Aboriginal apprenticeships and trades.

Within the departmental goal of meeting constitutional obligations and responsibilities, Policy and Strategic Initiatives undertook the following activities;

- Swampy Cree Health Mediation for development of a new governance model for transfer of nursing stations and health services;
- Began work with Treaty Commissioner's office for Treaty Days at the Legislative Building;
- Worked with various committees and groups related to the federal Bill C-47: *Family Homes on Reserves and Matrimonial Interests or Rights Act*, the United Nations Declaration on Rights of Indigenous Peoples and draft declaration of Indigenous Rights with the Organization of American States.

To foster autonomous, accountable and sustainable Aboriginal and northern communities under the objective of Self-Determination:

- Took the lead in tripartite processes representing Manitoba in discussions and negotiations on Aboriginal self-government and federal/provincial cooperative arrangements for Aboriginal peoples in forums such as:
  - Sioux Valley First Nation self-government negotiations on the development of a Comprehensive Agreement, which may result in a model for future provincial community-based self-government agreements;
  - Tripartite agreement and process with the federal government and the Aboriginal Council of Winnipeg to develop initiatives to address the priorities of Aboriginal people living in Winnipeg;
  - Métis self-government negotiations with the Manitoba Métis Federation and the federal government to consider matters of priority to the Métis;

- Administered the Aboriginal Development Program by:
  - Receiving business plans and disbursing core funding to the Aboriginal organizations;
  - Providing funding to the Manitoba Métis Federation Inc. and the Aboriginal Council of Winnipeg in support of tripartite negotiations; and
  - Assessing project proposals and disbursing grants for community-based projects benefiting Aboriginal communities.

- Cooperated with other provinces, territories and national Aboriginal groups to address Aboriginal issues; and
- Continued participation on planning committees with provinces and territories in follow-up to the First Ministers' Meeting on Aboriginal Issues.

Other general program support activities consisted of:

- Responding to departmental requests to review policies, programs and proposals and provide advice on matters of concern for Aboriginal Manitobans;
- Coordinating information on government activities in response to Aboriginal Justice Implementation Commission (AJIC) report recommendations and providing reports to Cabinet;
- Providing support and information to the Aboriginal Issues Cabinet Committee; and
- Providing data/statistics and general information on the Aboriginal population to other departments and organizations external to the provincial government.

Major Accomplishments include:

- The approved 2007/08 budget for the Aboriginal Development Program (ADP) was $2,781.8. It supported operating costs for eight Aboriginal organizations: Manitoba Keewatinook Ininew Okemowin, Southern Chiefs Organization, Assembly of Manitoba Chiefs, Manitoba Métis Federation, Mother of Red Nations, Manitoba Association of Friendship Centers which includes 11 Friendship Centers throughout the province, Manitoba Sport & Recreation Council and the Manitoba Association of Aboriginal Languages. It also supports costs for two tripartite agreements between Canada, Manitoba and the Manitoba Métis Federation and Aboriginal Council of Winnipeg.
- The small grants component of ADP supports capacity building activities of community-based organizations. In 2007/2008, the ADP Fund supported 51 small projects.
- The approved 2007/08 budget for the Aboriginal Economic and Resource Development (AERD) Fund was $1.4 million. The AERD Fund supports projects that demonstrate an ability to achieve improved well-being for Aboriginal Manitobans.

Priority is given to projects that address the critical employment situation for Aboriginal people and to projects that assist in addressing the goals of the Northern Development Strategy. In 2007/2008, the AERD Fund supported 59 projects with a total of $1,398.6 in grants. The total budgeted value of the 59 projects is $7,406.9. Total revenue leveraged from sources other than provincial government for the AERD projects is $4,732.5.

- Aboriginal and Northern Affairs worked with Manitoba Health on the National Aboriginal Health Summit held on March 3 and 4, 2008 in Winnipeg. The Premier of Manitoba co-hosted the Summit's evening events with the Assembly of Manitoba Chiefs and the Manitoba Métis Federation. Over 200 delegates and Aboriginal health experts attended the Summit. Provinces, territories and the five national Aboriginal organizations participated; the Assembly of First Nations, Métis National Council, Inuit Tapiriit Kanatami, Native Women's Association of Canada and Congress of Aboriginal Peoples.

- The department provided support to the Manitoba Urban Native Housing Association to provide database training for their urban based housing providers on their new housing database software. Training will be expanded to the northern and rural regions in next fiscal year.

- Aboriginal and Northern Affairs, as a member on the national Aboriginal Human Resource Council, coordinated a multi-representative Manitoba steering committee to plan and successfully host Manitoba's Workforce Connex forum in October 2007 to connect employers with Aboriginal human resources. There were over 450 participants and the Committee is following up on the 88 commitments made to advance Aboriginal employment in Manitoba.

- Aboriginal and Northern Affairs coordinated the input of sister departments with the initial phase of the ten year Closing the Gap initiative and produced four discussion documents on Aboriginal health and well-being, education and early childhood development, housing and infrastructure, and economic opportunities. The documents provide a framework background in these priority areas and greater external participation is planned for next implementation phases.

- Manitoba and the Assembly of Manitoba Chiefs have signed an agreement for a First Nations Economic Development Fund which was incorporated in October 2007 as the "First Peoples Economic Growth Fund". The agreement is for a period of five years and $3,109.9 was provided in 2007/08. Also, during the fiscal year, the programs and governance structure of the Fund were established and approved. The implementation of the programs began with the Joint Appointment of Board members and hiring of the Chief Executive Officer. On-going development will see the actual start up of the Fund programs in 2008-2009.

- Manitoba and the Manitoba Métis Federation, along with the government of Canada, are jointly working on a Métis economic strategy. A Métis Economic Development Table, with Ministerial representatives from Manitoba and Canada and Portfolio Chairs from the Manitoba Métis Federation, met regularly to provide direction to staff on the Planning and Coordinating Committee and consultant in the joint development of the Métis economic strategy. It is anticipated that the joint work will result in implementation of the Métis economic strategy in the next fiscal year.

- Manitoba and the MMF came to an understanding on the terms and conditions and in the last quarter of the fiscal year signed a Participation Agreement to work on the Manitoba Métis Policy. The policy will take an estimated 18 months to complete. It is anticipated that the policy will enhance the relationship that exists between Manitoba and the MMF leading to an increased effectiveness in the way that both broad government initiatives and devolved provincial programs are delivered.

- The Partners for Careers Program (PFC) objective is to move Aboriginal graduates in Winnipeg and Aboriginal job seekers, generally in rural Manitoba, to a full-time career path. The Centre for Aboriginal Human Resource Development (CAHRD) provides placement services in Winnipeg. Manitoba Friendship Centers (10) serve communities outside of Winnipeg.

  Total financial support in 2007/08 for the PFC Program was $1,139.0 with $444.2 from Canada (HRDC) and $707.0 from Manitoba; Education, Citizenship and Youth and Competitiveness, Trade and Training ($507.0) and Aboriginal and Northern Affairs ($200.0).

  In 2007/08, Staffing Solutions at CAHRD registered 306 new clients and 446 clients were placed in employment. Of the 446 employment placements, 157 individuals were placed multiple times. The Indian and Métis Friendship Centers registered 1513 new clients; 633 people were placed for work and 199 were placed for training.

19.2(C-3) Policy & Strategic Initiatives

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	759.1	11.00	869.1	(110.0)	
Other Expenditures	406.1		365.6	40.5	
Aboriginal Development Programs	2,801.8		2,781.8	20.0	
Aboriginal Economic and Resources Development Fund	1,378.6		1,400.0	(21.4)	
Partners For Careers	200.0		200.0	-	
First People's Economic Growth Fund	3,109.9		3,025.0	84.9	
Total Expenditures	**8,655.5**	**11.00**	**8,641.5**	**14.0**	

Aboriginal Consultation Unit

The Aboriginal Consultation Unit works to ensure that Crown consultations are conducted in a meaningful way with First Nations and Aboriginal communities about government decisions that might affect the exercise of Aboriginal and Treaty rights.

The mandate and role of the Unit is to:

- Facilitate Crown-Aboriginal consultations on proposed large-scale projects;
- Develop an overall government strategy on Crown-Aboriginal Consultations, including an internal process for addressing 'day-to-day' activities that require Crown-Aboriginal consultations;
- Provide education and training to government departments on Manitoba's constitutional duty to consult; and
- Inform and educate First Nations and Aboriginal communities about Manitoba's draft Policy and Guidelines for Crown Consultations with Aboriginal peoples to ensure a common understanding.

Activities:

Treasury Board approval was received for the establishment of the Aboriginal Consultation Unit in June, 2007 and staffing of the Unit was completed in April, 2008.

Worked with the Manitoba Civil Service Commission to develop and deliver an education course on Crown-Aboriginal consultations for all government departments.

- The two-day course will provide provincial employees, whose work may infringe Treaty and Aboriginal rights, with a working knowledge of: Manitoba's Draft Policy and Guidelines for Crown Consultations with Aboriginal Peoples; the guidelines supporting the draft Policy; Treaty and Aboriginal rights; and the skills required to conduct Crown-Aboriginal consultations.

Provided secretariat support to the Crown-Aboriginal Consultation Interdepartmental Working Group and sought the input and advice of the Working Group regarding Crown consultations with Aboriginal peoples across Manitoba.

Initiated an engagement strategy with First Nations and Métis communities and organizations on the role of the Aboriginal Consultation Unit and Manitoba's Draft Policy and Guidelines on Crown Consultations with Aboriginal Peoples.

Participated in the Crown Consultation Steering Committee's consultation planning process for the proposed Churchill River Diversion (CRD) Licensing Project.

Initiated a listing of all Crown-Aboriginal consultations undertaken by government departments to assist in establishing and maintaining an index of all consultation activities across government and in identifying resources required by departments, First Nations and Aboriginal communities for conducting Crown-Aboriginal consultations.

Major Accomplishments:

Completed staffing of 75% of the Aboriginal Consultation Unit based upon the mandate approved by Treasury Board.

Received provincial approval of the draft Policy for Crown Consultations with Aboriginal Peoples.

Completed the development of an education course on Crown-Aboriginal consultations for provincial government departments to be delivered in 2008-2009.

Developed a question and answer document regarding consultation for internal provincial government use.

Developed templates for recording Crown-Aboriginal consultations undertaken by provincial government departments.

19.2(C-4) Aboriginal Consultation Unit

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	46.5	4.00	100.7	(54.2)	
Other Expenditures	145.2		149.3	(4.1)	
Total Expenditures	**191.7**	**4.00**	**250.0**	**(58.3)**	

Communities Economic Development Fund

Gordon Wakeling - General Manager and CEO

The Communities Economic Development Fund is a provincial Crown Corporation (*Communities Economic Development Fund Act – C155 Consolidated Statutes of Manitoba)* whose objective is to encourage economic development in Northern Manitoba with specific emphasis on the needs of small business and community development corporations. It may do so by providing financial and other forms of assistance. CEDF delivers services under four program areas.

The Business Loans Program provides financial assistance in the form of loans and loan guarantees for viable economic enterprises unable to obtain financing on acceptable terms from other sources. The loan applicants must comply with specific criteria, established in regulations, to become eligible. Business loans can be for the purposes of start-up, expansion, and in certain cases, restructuring.

The Fisherman's Loan Program (formerly under Part III of *The Fisheries Act)* assists the commercial fishery with the purchase or repair of fishing equipment and the purchase of quota entitlements. The program is available to licensed Manitoba commercial fishermen over 18 years of age.

The Fund's Team program is a micro-enterprise development program. The program supports clients with technical assistance and financial assistance in the form of loans.

In addition, CEDF delivers programs under the Rural Economic Development Initiative on a contract basis and can provide consulting assistance to communities and individual entrepreneurs in the North.

Details of the Development Fund's Financial Statement and current activities are available in its Annual Report.

19.2(D) Communities Economic Development Fund

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Total Expenditures	**1,760.3**		**1,514.9**	**245.4**	

Amortization of Capital Assets

This represents the amortization of the department's computer equipment provided by Desktop Management and the Better Methods (SAP) initiatives.

19.4 Amortization of Capital Assets

Expenditures by Sub-Appropriation	Actual 2007/2008 $	Estimate 2007/2008 FTE	Estimate 2007/2008 $	Variance Over (Under)	Expl. No.
Total Expenditures	**168.0**		**168.1**	**(.1)**	

Financial Information

Reconciliation Statement

DETAIL	2007/2008 ESTIMATES
2007/2008 Main Estimates	$38,416.6
Transfer from Internal Reform, Workforce Adjustment and General Salary Increases – Aboriginal Consultation Unit	$250.0
Transfer From Internal Reform, Workforce Adjustment and General Salary Increases – Minister's Salary	$11.3
Transfer From Internal Reform, Workforce Adjustment and General Salary Increases – Wage Adjustment	$143.3
2007/2008 ESTIMATES	$38,821.2

Department of Aboriginal and Northern Affairs

Expenditure Summary

For fiscal year ended March 31, 2008 with comparative figures for the previous year.

Estimate 2007/2008 $(000's)	Appropriation	Actual 2007/2008 $(000's)	Actual 2006/2007 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19-1 Aboriginal and Northern Affairs Executive				
42.3	a) Minister's Salary	42.1	30.3	11.8	
	b) Executive Support				
833.7	Salaries	812.4	805.5	6.9	
275.1	Expenditures	273.3	273.1	.2	
1,108.8		1,085.7	1,078.6	7.1	
1,151.1	**Total 19-1**	**1,127.8**	**1,108.9**	**18.9**	

Expenditure Summary (continued)

Estimate 2007/2008 $(000's)	Appropriation	Actual 2007/2008 $(000's)	Actual 2006/2007 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations				
	a) Financial and Administrative Services				
394.2	Salaries	408.7	388.2	20.5	
112.9	Expenditures	115.7	108.2	7.5	
507.1		524.4	496.4	28.0	
	b-1) Programs and Operational Support				
216.8	Salaries	213.1	219.1	(6.0)	
88.1	Expenditures	100.3	93.8	6.5	
9,208.6	Community Operations	9,207.7	8,642.4	565.3	
478.5	Regional Services	485.5	472.4	13.1	
323.7	Grants	322.9	323.7	(.8)	
449.0	Northern Healthy Foods Initiative	427.5	179.0	248.5	
9,821.9	Capital Grants	9,821.9	9,720.7	101.2	
20,586.6		20,578.9	19,651.1	927.8	
	b-2) Northern Region				
998.9	Salaries	956.3	924.4	31.9	
376.1	Expenditures	368.1	363.3	4.8	
1,375.0		1,324.4	1,287.7	36.7	
	b-3) North Central Region				
940.5	Salaries	941.0	1,020.9	(79.9)	
282.1	Expenditures	291.0	303.6	(12.6)	
1,221.6		1,232.0	1,324.5	(92.5)	

Estimate 2007/2008 $(000's)	Appropriation	Actual 2007/2008 $(000's)	Actual 2006/2007 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	b-4) Northern Affairs Fund				
242.7	Salaries	256.3	237.2	19.1	
53.0	Expenditures	54.8	53.8	1.0	
295.7		311.1	291.0	20.1	
	b-5) Program Planning and Development				
612.8	Salaries	516.0	426.6	89.4	
139.6	Expenditures	160.9	92.0	68.9	
752.4		676.9	518.6	158.3	
	c-1) Support Services				
335.3	Salaries	367.4	360.7	6.7	
79.0	Expenditures	82.4	79.9	2.5	
414.3		449.8	440.6	9.2	
	c-2) Agreements Management				
528.7	Salaries	515.2	533.1	(17.9)	
132.9	Expenditures	769.7	582.6	187.1	
	Recovery From Enabling Vote(26-1)	(650.0)	(450.0)	(200.0)	
1,281.3	Agreements Implementation	1,225.2	1,281.3	(56.1)	
1,942.9		1,860.1	1,947.0	(86.9)	

Expenditure Summary (continued)

Estimate 2007/2008 $(000's)	Appropriation	Actual 2007/2008 $(000's)	Actual 2006/2007 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	c-3) Policy & Strategic Initiatives				
869.1	Salaries	759.1	784.3	(25.2)	
365.6	Expenditures	406.1	266.6	139.5	
2,781.8	Aboriginal Development Programs	2,801.8	2,751.7	50.1	
1,400.0	Aboriginal Economic and Resources Development Fund	1,378.6	1,277.7	100.9	
200.00	Partners for Careers	200.0	200.0	-	
3,025.0	First Nations Economic Development Fund	3,109.9	500.0	2,609.9	1
	Recovery from Other Appropriations		(500.0)	500.0	
8,641.5		8,655.5	5,280.3	3,375.2	
	c-4) Aboriginal Consultation Unit				
100.7	Salaries	46.5	-	46.5	
149.3	Expenditures	145.2	-	145.2	
250.0		191.7		191.7	
1,514.9	d) Communities Economic Development Fund	1,760.3	1,514.1	246.2	
37,502.0	**Total 19.2**	**37,565.1**	**32,751.3**	**4,813.8**	

1. The department received additional budget authority of $84.9 above its' budget allocation of $3,025.0 to fulfill it's obligation regarding an agreement with the First Peoples Economic Growth Fund.

Expenditure Summary (continued)

Estimate 2007/2008 $(000's)	Appropriation	Actual 2007/2008 $(000's)	Actual 2006/2007 $(000's)	Increase (Decrease) $(000's)	Explanation No.
168.1	**19-3 Amortization of Capital Assets**	168.0	170.4	(2.4)	
168.1	**Total 19-3**	**168.0**	**170.4**	**(2.4)**	
38,821.2	**TOTAL EXPENDITURES**	**38,860.9**	**34,030.6**	**4,830.3**	**1**

1. The department received additional budget authority of $84.9 above its' budget allocation of $38,821.2 to fulfill it's obligation regarding an agreement with the First Peoples Economic Growth Fund.

Department of Aboriginal and Northern Affairs

Expenditure Summary by Main Appropriation

For fiscal year ended March 31, 2008 with comparative figures for the previous year.

Estimate 2007/2008 $(000's)	Appropriation	Actual 2007/2008 $(000's)	Actual 2006/2007 $(000's)	Increase (Decrease) $(000's)	Explanation No.
1,151.1	19-1 Aboriginal and Northern Affairs Executive	1,127.8	1,108.9	18.9	
37,502.0	19-2 Aboriginal and Northern Affairs Operations	37,565.1	32,751.3	4,813.8	
168.1	19-3 Amortization of Capital Assets	168.0	170.4	(2.4)	
38,821.2	**Total**	**38,860.9**	**34,030.6**	**4,830.3**	

Department of Aboriginal and Northern Affairs

Five Year Expenditure and Staffing by Appropriation ($000's)

For years ending March 31, 2004 - March 31, 2008

Actual/Adjusted Expenditures

Appropriation	2003-2004 FTE	2003-2004 $	2004-2005 FTE	2004-2005 $	2005-2006 FTE	2005-2006 $	2006-2007 FTE	2006-2007 $	2007-2008 FTE	2007-2008 $
Aboriginal and Northern Affairs Executive	15.00	847.8	15.00	1,038.3	15.00	1,136.0	15.00	1,108.9	15.00	1,127.8
Aboriginal and Northern Affairs Operations	65.50	21,450.9	65.50	21,917.3	66.50	23,008.8	69.50	23,030.6	79.00	37,565.1
Acquisition/Construction	5.00	6,393.3	5.00	6,356.5	4.00	8,046.5	4.00	9,720.7		
Amortization of Assets		73.4		175.7		174.5		170.4		168.0
Total Expenditure	**85.50**	**28,765.4**	**85.50**	**29,487.8**	**85.50**	**32,365.8**	**88.50**	**34,030.6**	**94.00**	**38,860.9**

Department of Aboriginal and Northern Affairs

Revenue Summary by Source ($000's)

For year ended March 31, 2008 with comparative figures for the previous fiscal year

Actual 2006/2007	Actual 2007/2008	Increase (Decrease)	Source	Actual 2007/2008	Estimate 2007/2008	Variance	Expl. No.
			Other Revenue:				
			a) Sundry				
.8	.7	(.1)	Recoveries From Community Councils	.7		.7	
119.0	113.3	(5.7)	Chief Place of Residency	113.3	130.0	(16.7)	
119.8	114.0	(5.8)		114.0	130.0	(16.0)	
			Government of Canada:				
90.1	56.6	(33.5)	a) Northern Flood	56.6	100.0	(43.4)	
209.9	**170.6**	**(39.3)**	**TOTAL DEPARTMENT**	**170.6**	**230.0**	**(59.4)**	

DEPARTMENT OF ABORIGINAL AND NORTHERN AFFAIRS

FISCAL YEAR 2007-08

PERFORMANCE REPORTING

The following section provides information on key performance measures for the department for the 2007-08 reporting year. This is the third year in which all Government of Manitoba departments have included a Performance Measurement section, in a standardized format, in their Annual Reports.

Performance indicators in departmental Annual Reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities, and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit www.manitoba.ca/performance

Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2007-2008 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Well-being / economic success of Aboriginal people in Manitoba, as measured by the difference between Aboriginal and non-Aboriginal median income for individuals age 15 and over.	Economic success as measured by income directly affects the standard of living and general level of well-being of individuals and families. The difference in median income levels provides one indicator of the relative well-being of Aboriginal people in Manitoba. Our goal is to see this gap decreasing over time.	According to the 1996 Census, Aboriginal people age 15 and over had a median income of $11,658 as compared to the non-Aboriginal median income of $21,869. This reflects a difference of $10,211. The above figures are adjusted to reflect 2005 dollars.	According to the 2006 Census, Aboriginal people age 15 and over had a median income of $15,246 as compared to the non-Aboriginal median income of $25,614. This reflects a difference of $10,368.	Thus far the gap in median income appears stable. In absolute terms income levels of both groups have grown since 1996.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence median income levels. Income levels vary greatly among Aboriginal groups (i.e., First Nations, Metis and Inuit).

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2007-2008 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Well-being / economic engagement of Aboriginal people in Manitoba, as measured by the difference between Aboriginal and non-Aboriginal unemployment rates for individuals age 25 - 54.	Engaging Aboriginal people in the economy is critical to the future success of Manitoba's economy and contributes to the well-being of Aboriginal people in Manitoba. The difference in unemployment rates provides one indicator of the relative engagement and well-being of Aboriginal people in Manitoba. Our goal is to see this gap decreasing over time.	According to the 2001 Census, Aboriginal people age 25 - 54 had an unemployment rate of 17.2% as compared to the non-Aboriginal unemployment rate of 3.6%. This reflects a difference of 13.6 percentage points.	According to the 2006 Census, Aboriginal people age 25 - 54 had an unemployment rate of 13.4% as compared to the non-Aboriginal unemployment rate of 3.2%. This reflects a difference of 10.2 percentage points.	It is difficult to assume a trend from two measures; so far there is a decrease in the unemployment rate gap, which is encouraging. Over time, when additional data becomes available, we may be able to see whether a trend is developing. Unemployment rates have decreased in absolute terms for both groups since 2001.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence unemployment rates. Unemployment rates vary greatly among Aboriginal groups (i.e., First Nations, Metis and Inuit). Manitoba's Aboriginal and non-Aboriginal populations have different age structures. For example, the median age of Aboriginal people in 2006 was 24 years as opposed to the non-Aboriginal median age of 40 years.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2007-2008 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Well being / educational attainment of Aboriginal people in Manitoba, as measured by the difference between the proportion of Aboriginal and non-Aboriginal people age 25 - 64 with a high school graduation certificate or greater.	Educational attainment affects the standard of living and general level of well-being of individuals and families. The difference in educational attainment with a focus on high school completion provides one indicator or the relative well-being of Aboriginal people in Manitoba. Our goal is to see this gap decrease over time.	Statistics Canada changed the method for collecting data on Aboriginal education. This has resulted in a re-establishing the baseline to 2006. According to the 2006 Census 59% of Aboriginal people age 25 - 64 had a high school graduation certificate or greater as compared to 83% for non-Aboriginal people. This reflects a difference of 24 percentage points. Previous baseline: According to the 2001 Census, 44.0% of Aboriginal people age 15 and over had a high school graduation certificate or greater as compared to 64.0% for non-Aboriginal people. This reflects a difference of 20.0 percentage points.	According to the 2006 Census 59% of Aboriginal people age 25 - 64 had a high school graduation certificate or greater as compared to 83% for non-Aboriginal people. This reflects a difference of 24 percentage points.	Given changes made to the Census questions related to education previous results are not comparable to 2006 figures. Over time, when additional data becomes available using this new question format, we may be able to see whether a trend is developing.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence educational attainment. Levels of educational attainment vary greatly among Aboriginal groups. (i.e., First Nations, Metis and Inuit). Manitoba's Aboriginal and non-Aboriginal populations have different age structures. For example, the median age of Aboriginal people in 2006 was 24 years as opposed to the non-Aboriginal median age of 40 years.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2007-2008 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Progress of Treaty Land Entitlement (TLE) land transfers as measured by the number of acres transferred by Manitoba to Canada.	Acreage transferred to Canada under TLE indicates a fulfillment of Manitoba's Constitutional obligation to Entitlement First Nations and may lead to increased economic and social opportunities for Entitlement First Nations as their land base is increased. Ideally, we want to see this total number of acres increasing over time. The number of acres transferred each year will vary due to the influences of the other parties involved in the process. A commitment of 150,000 acres/year for the next four years has been made by Canada. The total transferred in a year will be calculated in August of each year.	Under existing TLE agreements, Entitlement First Nations may select or purchase a total of 1,256,316 acres of land.	As at March 31, 2006, Manitoba has transferred 195,907 acres (16%) of Crown land and/or residual interests in land to Canada. As of March 31, 2007, Manitoba has transferred 295,689 acres (23.5%) of Crown land and/or residual interests in land to Canada. As of March 31, 2008, Manitoba has transferred 427,926 acres (35%) of Crown land and/or residual interests in land to Canada.	Number of acres transferred increasing. The amount of land transferred in a given year is dependent on numerous parties and reflects years of effort leading up to transfer. As issues that impact the transfer of land are addressed, transfers of land for Entitlement First Nations will increase. In July 2007, the Premier announced Manitoba's desire to complete the transfer of 1.2 million acres in the next four years (July 2007). The November 20, 2007 Throne Speech also identified the government's commitment to expediting Treaty Land Entitlement.	Although a reflection of Manitoba meeting its Constitutional obligations, acreage transferred in a given year reflects work that has occurred over a number of years. It is also a limited measure of its potential impact on the economic benefit of land transfers. For example, a relatively small parcel of land transferred to reserve status that is close to an urban centre may have much greater impact than a very large parcel in the far north that has been selected for purely cultural or historical reasons by the Entitlement First Nation. In the land transfer process, Manitoba transfers the land to Canada, who then sets the land apart as reserve for the use and benefit of the First Nation. Although Manitoba is involved in the second part of the process, it does not control it. In this measurement, we are reporting the land transferred by Manitoba to Canada.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2007-2008 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
The water quality in communities that are recognized under The Northern Affairs Act as measured by the number of boil water orders and boil water advisories issued for water treatment plants for which the department holds licenses. This indicator may change with the introduction of provincial drinking water quality standards.	Boil water orders and advisories identify water quality issues that pose a risk to public health and focus on systems that are not meeting the standards for safe drinking water. Ideally, we want to see the number of boil water orders and advisories at zero each year.	Six boil water advisories were issued in 2005-06 of which three were in effect on March 31, 2006.	14 communities were issued boil water advisories in 2007-2008 as they did not meet the minimum standard for water quality. 8 of the 14 boil advisories related to mechanical/electrical failure or water line breaks. 11 of the 14 were rescinded and 3 were outstanding at March 31, 2008. At March 31, 2008 three boil water advisories carried over from 2005-2006 remained in effect. These relate to: a water source from a First Nation which is beyond local control, a community that is unable to recruit a water operator, and a system for which resolution of issues remains under discussion.	Each boil water order or advisory is related to a specific set of circumstances including conditions at source, plant and operator performance. The increase in advisories reflects new legislative and enforcement regimes and the increased attention to water quality issues.	To support communities' abilities to maximize their water quality, Aboriginal and Northern Affairs has sponsored a Water Operator Certification Program and continues to provide support for water operator training In addition, our department supports water plant infrastructure upgrades on a priority basis through our Capital Program. This will enhance communities' capacity to maintain good water quality over time. In 2007-08 the department provided $1.44 million to replace and/or upgrade water treatment systems in northern communities. The provincial *Drinking Water Quality Standards Regulation* came into effect February 28, 2007.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2007-2008 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
The autonomy of communities recognized under The Northern Affairs Act as measured by the number of those communities incorporated.	Incorporation represents the most autonomous and independent status that a community can achieve. Our goal is to see the number of incorporated communities increasing over time.	As of March 31, 2006, two communities out of 50 were incorporated. Incorporation is not a viable option at this time for all of the 50 Northern Affairs communities.	As of March 31, 2008, the number of communities incorporated remained at two.	The first community to incorporate was in 1999. In total, three communities have incorporated, one of which has since transferred to reserve status in 2005-06.	The Local Government Development Division actively promotes incorporation for communities that have achieved an advanced level of development. Communities making this transition are supported with additional resources for the first two years after incorporation. Two communities are expected to incorporate in 2008-09.